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Executive Registry

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MEMORANDUM FOR: Executive Director-Comptroller
Deputy Director for Intelligence
Deputy Director for Plans
Deputy Director for Science & Technology
Deputy Director for Support

SUBJECT : Staffing Support Positions

1. For a number of years the Support Career Services have filled Support-type positions in many components of the Agency with people especially selected for their academic background, training, and experience in the various fields of Support specialization. People thus assigned function under the supervision of the command structure of the component having the requirement for their support, but the responsibility for their long-term career development and management is retained by the Support Career Service of which they are members.

2. The merits of this system have been proven in the components where it has been used. The system offers an opportunity for rotational assignment among positions in the Support specialties at Headquarters and overseas as well as in general Support positions at varying levels of responsibility. Rotational assignments of this sort permit the development of a breadth and depth of competence and experience which cannot be obtained in any other way. Small components with limited Support requirements are able to profit from the advantage of having available to them the services of personnel who have been especially trained and who have a wide variety of working experience which the individual whose growth has been limited to the relatively narrow functional confines of a single component cannot be expected to achieve. In addition to the advantages this system offers to the Organization in terms of better qualified people, it offers the employee a much greater opportunity for career development and progression.

3. The success of this system has demonstrated the desirability of extending it to include those few remaining components of the Agency which have not already adopted it. Therefore, effective immediately it shall be Agency policy that positions substantially involved with the performance of Support-type functions will be filled from the Support Career Services.

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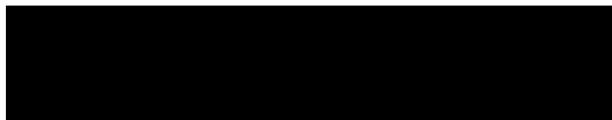
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4. The Director of Personnel in consultation with the Deputy Directors and the Heads of the Career Services under their jurisdiction will identify those positions on the staffing complements of the Agency which are substantially devoted to the performance of Support-type functions. Each position so identified will be considered individually by the Director of Personnel, the Head of the Career Service concerned, and the Head of the Support Career Service to which the position seems most likely assignable.

5. In order to insure that the individual preferences of incumbents as well as Agency objectives are given proper consideration in the implementation of this policy, personnel now occupying positions identified with a Support Career Service will have a choice of retaining their present career service designation or transferring to the appropriate Support Career Service. Those who choose to retain their present service designations will remain in their positions with the understanding that when they vacate them the vacancies will be filled with Support Careerists. Those who choose a Support Career designation will be considered for appropriate assignments as they occur on an Agency-wide basis.



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Marshall S. Carter
Lieutenant General, USA
Deputy Director

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